

# Exhibit H

**Civil Rights Department**

KEVIN KISH, DIRECTOR

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
calcivilrights.ca.gov | contact.center@calcivilrights.ca.gov

January 1, 2024

Alan Jones  
16406 270th PI NE  
Duvall, WA 98019

**RE: Notice of Case Closure and Right to Sue**  
CRD Matter Number: 202401-23121101  
Right to Sue: Jones / Light Field Lab, Inc.

Dear Alan Jones:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective January 1, 2024 because an immediate Right to Sue notice was requested.

This letter is also your Right to Sue notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

To obtain a federal Right to Sue notice, you must contact the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of this CRD Notice of Case Closure or within 300 days of the alleged discriminatory act, whichever is earlier.

Sincerely,

Civil Rights Department

**COMPLAINT OF EMPLOYMENT DISCRIMINATION  
BEFORE THE STATE OF CALIFORNIA  
Civil Rights Department  
Under the California Fair Employment and Housing Act  
(Gov. Code, § 12900 et seq.)**

**In the Matter of the Complaint of**

Alan Jones

CRD No. 202401-23121101

Complainant,

vs.

Light Field Lab, Inc.  
1920 Zanker Rd, Suite 10  
San Jose, CA 95112

Respondents

1. Respondent **Light Field Lab, Inc.** is an **employer** subject to suit under the California Fair Employment and Housing Act (FEHA) (Gov. Code, § 12900 et seq.).

2. Complainant **Alan Jones**, resides in the City of **Duvall**, State of **WA**.

3. Complainant alleges that on or about **September 22, 2023**, respondent took the following adverse actions:

**Complainant was harassed** because of complainant's genetic information or characteristic, medical condition (cancer or genetic characteristic), disability (physical, intellectual/developmental, mental health/psychiatric).

**Complainant was discriminated against** because of complainant's genetic information or characteristic, medical condition (cancer or genetic characteristic), disability (physical, intellectual/developmental, mental health/psychiatric) and as a result of the discrimination was terminated, denied any employment benefit or privilege, denied accommodation for a disability.

**Complainant experienced retaliation** because complainant reported or resisted any form of discrimination or harassment, requested or used a disability-related accommodation and as a result was terminated, denied any employment benefit or privilege, denied accommodation for a disability.

-1-

*Complaint – CRD No. 202401-23121101*

Date Filed: January 1, 2024

CRD-ENF 80 RS (Revised 12/22)

LFL v. Jones - Bates No. 000082

**Additional Complaint Details:** Requested accommodation for risk abatement for Type 1 diabetic condition in order to return to employer's place of employment after years of receiving accommodation by being allowed to work remotely.

1 VERIFICATION

2 I, **Frank S. Moore**, am the **Attorney** in the above-entitled complaint. I have read the  
3 foregoing complaint and know the contents thereof. The matters alleged are based  
4 on information and belief, which I believe to be true.

5 On January 1, 2024, I declare under penalty of perjury under the laws of the State of  
6 California that the foregoing is true and correct.

7 **Healdsburg, CA**